

REQUEST FOR COUNCIL ACTION

MEETING

DATE: 2/19/03

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AGENDA SECTION: Consent	ORIGINATING DEPT: Human Resources	ITEM NO. D-12
ITEM DESCRIPTION: Labor Agreement for 2003-2005 IUOE Local #70 at WRP		PREPARED BY: Linda Gilsrud

Wage Adjustment: 3% wage rate adjustments shall be retroactive to 1/1 in 2003 and effective 1/1/2004
2.5% wage rate adjustment shall be effective 1/1/2005

Other changes:

- Shift differential will increase by \$.25/hour (to \$.75/ hour) on 1/1/04 and \$.25/hour (\$1.00/hour) on 1/1/05
- Added language regarding the scheduling of rest periods during a shift
- Clarified the use of funeral leave by adding language stating that an additional two days of funeral leave may be approved and authorized by a supervisor and charged against sick leave accrued by the employee
- Health, dental and life coverage(s) will be effective the first day of the month following twenty calendar days of employment for new employees hired after 1/1/03
- Modified Article 11. A. Unused Sick Leave, to read: When an employee retires to begin collecting PERA or terminates his/her employment because he/she has qualified for PERA disability payments, and has ten years of service, the employee The new language was added to clarify the availability of this benefit only for employees serving long careers with the City, who retire or become disabled, and have used sick leave appropriately during their career. Modified Article 11. A. 8. to read: In case of a permanent disability that prevents the employee from performing essential functions of his/her position with the City,
- Local #70 employees will be eligible to participate in City-sponsored long-term disability insurance using payroll deduction.
- Changed the application of the vacation cap and compensatory time cap from anniversary date to a date following the last pay date in 2003 and each December thereafter. The new vacation cap will equal two times an employee's annual vacation accrual rate.
- Provided for time and one half regular pay for hours worked on Saturday and/or Sunday except for shift employees regularly scheduled to work on weekends and relief operators when relieving regular operators given some qualifying conditions.
- Clarified grievance response times at each step and added a mediation step
- Deleted Article 7. Hours of Work. H. because of RFD involvement in chemical leaks and spills
- Agreed on minor clarifications and corrections to the agreement

Council Action Requested:

Resolution authorizing the Mayor and City Clerk to sign the agreement.

